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Contract Database Metadata Elements

Title: **East Rockaway Union Free School District and East Rockaway Secretaries Association (2006) (MOA)**

Employer Name: **East Rockaway Union Free School District**

Union: **East Rockaway Secretaries Association**

Effective Date: **07/01/06**

Expiration Date: **06/30/09**

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WC / 4945

AGREEMENT

Between The

EAST ROCKAWAY SECRETARIES ASSOCIATION

and the

BOARD OF EDUCATION

EAST ROCKAWAY UNION FREE SCHOOL DISTRICT

EFFECTIVE July 1, 2006 — 6/30/09

(Three Year Contract)

RECEIVED

DEC 05 2007

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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ARTICLE I - Recognition

The Board recognizes the East Rockaway Secretaries Association as the exclusive bargaining agent for all full time and regular part time clerical employees listed in the salary schedule excluding the secretary to the Superintendent of Schools, the secretary to the Director of Finance and Operations, and any casual secretaries.

ARTICLE II - Duration

This agreement shall be effective from July 1, 2006 to June 30, 2009. No later than the first full week of school in March of the year the contract terminates, unless postponed by mutual consent, the Board and the Association will enter into negotiations, for a successor agreement. At this initial meeting, the Association and the District will present their packages for any changes in the contract.

ARTICLE III - Grievance Procedure

Definition

A Grievance is a claim by any clerical employee or group of clerical employees in the negotiating unit, of any claimed violation, misinterpretation, misapplication or inequitable application of any provision and terms of this agreement.

Procedures

The Board and the Association agree to facilitate any investigation which may be required to make available any and all material and relevant documents, communications, and records concerning the alleged grievance.

No interference, coercion, restraint, discrimination, or reprisal of any kind will be taken by the Board or by any member of the administration or of the Association against the aggrieved party, any party in interest, any representative, any member of the grievance committee or any other participant in the grievance procedure or any other person by reason of such grievance or participation therein.

Time Limits

Written grievance will be entertained as described below, and such grievance will be deemed waived unless written grievance is forwarded at the first available stage within ten (10) school days after the

employee knew or should have known of the act or condition on which the grievance is based.

Extension of Time Between Stages

Upon written notice, the Association or the Board will be granted an extension of time between each stage of the grievance not to exceed an additional five school days.

Stages of the Grievance Procedure

* Stage 1 - Immediate Supervisor

Upon submission of a grievance to the employee's immediate supervisor, the immediate supervisor will hold an informal conference within five school days for the purpose of resolving the grievance. The immediate supervisor will render a written decision within five school days after the conference.

If the employee considers the decision to be unsatisfactory, the Association may appeal the decision to Stage 2.

* Stage 2 - Superintendent of Schools

Upon receipt of a grievance, the Superintendent will hold a hearing within ten school days of receipt of said grievance. The Superintendent will render a written decision within ten school days after the hearing.

A grievance may be filed initially at Stage 2 when it concerns a matter not within the immediate school administrator's authority.

If the Association considers the decision to be unsatisfactory, the Association may file a Demand For Advisory Arbitration with the American Arbitration Association.

* Stage 3 - Arbitration Association

- a) If the Association is not satisfied with the decision at Stage 2, the Association may within fifteen (15) school days of the decision at Stage 2, request advisory review by one of the following persons:
 - 1. Bonnie Siber Weinstock
 - 2. Rosemary Townley
 - 3. Roger Maher

- b) Within twenty (20) school days of his or her appointment, the Advisory Arbitrator shall conduct a hearing at which all parties concerned shall be present. All records relative to the grievance shall be made available to the Advisory Arbitrator.
- c) Within ten (10) school days following the close of the hearing, the Advisory Arbitrator shall render a report containing a statement of his or her findings, conclusions, and recommendations to the Board. Copies of such reports shall be made available to all parties concerned.

* Stage 4 - Board of Education

The Board, after receiving the Advisory award, shall at no later than its next regular meeting, review the entire matter and render a final decision relative thereto, and the Association shall be notified in writing of the Board's decision.

The costs of the grievance, if any, will be shared equally by the Association and the Board of Education.

ARTICLE IV - Compensation

Sect. 1

The salary schedules for 2006-07, 2007-08, and 2008-09 are set forth in Appendices A, B, C and D respectively. The respective salary schedules shall become effective July 1st of the respective year, and increments shall be paid to eligible unit members.

Sect. 2

Overtime at the rate of time and one half shall be paid for time required to be spent on school (not District) activities beyond 35 hours per week.

Sect. 3

In the schools where the District asks a unit member to make telephone calls to provide substitute teachers, compensation for this duty shall be pursuant to the following schedule:

2006-07: \$2,574

2007-08: \$2,638

2008-09: \$2,704

The unit member will be supplied with a list of available substitute teachers. In the event that there are no volunteers, this duty may be assigned by the Superintendent or his/her designee, provided, however, that if such service is not performed for the entire school year, the compensation noted above shall be pro-rated.

Sect. 4

Each building principal's secretary shall receive an annual stipend in accordance with the following schedule:

2006-07: \$871
2007-08: \$893
2008-09: \$915

Sect. 5

The annual stipend for the Treasurer of Student Activities Fund will be as follows

2006-2007 \$2,563
2007-2008 \$2,627
2008-2009 \$2,692

ARTICLE V - Fringe Benefits

Sect. 1 - Health Insurance

- A. Health insurance shall be available to all full time employees from the New York State employees group insurance plan (Empire Plan, Core Plan, Plus Enhancements); provided, however, the District shall have the right to select an alternative group health plan with benefits equal to the current group plan. The District will continue to share the premium cost of retirees who continue their insurance.

Effective July 1, 2006, members of the bargaining unit shall contribute 7% of the cost of the health insurance premium, with no cap on the contribution. Unit members hired on or after July 1, 2006 who are eligible through a spouse or another source for Empire Plan health coverage (New York State Health Insurance Plan) shall not be eligible for health coverage (or the opt-out payments) under the East Rockaway health plan. In the event that the spouse or other source is subject to this same preclusion by the terms of their own collective bargaining agreement, then East Rockaway will permit coverage.

- B. Group Health Insurance Option - Unit members shall have the option to withdraw from participation in the New York State Health Insurance Plan. Unit members who exercise this option must notify the District in writing by June 15 and shall receive in the last paycheck in the following June a lump sum payment equal to 50% of the premium

in effect during that 12 month period for individual and family insurance coverage.

Unit members who change from family coverage to individual coverage and who so notify the District in writing by June 15, shall receive in the last paycheck in the following June a lump sum payment equal to 50% of the difference between the family premium cost and the individual premium cost in effect for that 12-month period.

Unit members shall have the right to re-enter the health insurance plan provided the member gives the District at least a 45 calendar day written notice of re-entry into the insurance plan.

Sect. 2 - Dental Insurance

The contribution of the Board of Education will not exceed an amount as set forth in the following schedule:

Effective July 1, 2006 - \$700.00 per unit member

Effective July 1, 2007 - \$750.00 per unit member

Effective July 1, 2008 - \$800.00 per unit member

Part time employees' entitlement will be pro-rated.

Sect. 3 - Payroll Deductions

The Board of Education will provide for payroll deductions as follows:

- A. Association Dues - Upon receipt of signed payroll deductions statements for eligible personnel, membership dues in the East Rockaway Secretaries Association will be deducted from their salaries and transmitted to the treasurer of the East Rockaway Teachers' Association.
- B. Tax Sheltered Annuities - In accordance with the present Board policy.
- C. New York State Employees Retirement System - Contributions as required by law.
- D. Nassau Educators Federal Credit Union - Savings and loan contributions.
- E. Agency Fee Deduction - Within thirty days after the mutual ratification of this agreement and in each subsequent year by October 1, or within sixty days after the

commencement of employment, whichever is later, every member of the negotiating unit who is not a member of the East Rockaway Secretaries Association shall as a condition of continued employment pay to the Association an agency shop fee deduction ("agency fee"). The agency fee shall be paid in the same manner as the dues "check off." The agency fee shall continue in effect until (a) the unit member shall cease to be employed by the District; (b) the unit member shall become employed by the District in a position included in a different negotiating unit; or (c) the unit member becomes a member of the East Rockaway Secretaries Association.

When the Board is required to deduct and pay over an agency fee, no such deduction or payment shall be made by the District until and unless the East Rockaway Secretaries Association shall file with the District, a written order, in the manner and on a form to be mutually agreed upon by the Board and the East Rockaway Secretaries Association, stating the amount of the agency fee to be so deducted and paid on account of such unit member; whenever the District shall deduct and pay over any such authorized amounts to the East Rockaway Teachers' Association, the District shall not be liable to see to the proper application of such funds by the East Rockaway Secretaries Association or its officers or agents.

The East Rockaway Secretaries Association shall certify to the Board in writing the current rate of agency fee. The East Rockaway Secretaries Association will give the Board thirty days written notice prior to the effective date of any changes in the agency fee.

The agency fee deductions referred to in this article shall be made in installments during the school year as shall be specified by the East Rockaway Secretaries Association in writing.

The Association agrees to save and hold harmless the District from all loss, expenses, damages, costs and attorneys' fees that may accrue as a result of the aforesaid agency fee provisions, by reason of any action or suits brought against the District by an employee in the unit aggrieved by the implementation of said agency fee provisions. Furthermore, the East Rockaway Secretaries Association will participate in all legal actions or proceedings brought which relate to the aforesaid agency fee provisions to the fullest extent possible. Representation of East Rockaway Secretaries Association by attorneys retained by New York State United Teachers and/or direct participation by East Rockaway Secretaries Association will be deemed as fulfilling the conditions of this paragraph.

Sect. 4 - §125 Plan

The District shall make the existing flexible plan (§125 plan) available to members of this bargaining unit.

ARTICLE VI - Conditions of Employment

Sect. 1 - Work Year and Work Week

- A. Members of this unit shall be employed on a thirty-five hour per week - ten or twelve month basis unless an exception is made in the resolution of appointment.
- B. The work year shall be from September 1 to June 30, for ten month employees. The work year for twelve month employees shall be July 1 to June 30, inclusive of paid vacations.
- C. Unit members will be permitted to leave one-half hour earlier on Fridays and prior to a school holiday when school is closed for students.
- D. Unit members employed during the summer will be permitted to leave one-half hour earlier each day.
- E. Ten month employees working in the Junior/Senior High School may be required to work a maximum of two weeks beyond their regular work year (September 1 - June 30) at their regular rate of pay. Ten month employees working in elementary schools may be required to work a maximum of five days immediately following June 30 and/or five days immediately preceding September 1 at their regular rate of pay. Employees required to work beyond their regular work year shall be notified thirty days prior to the close of the regular work year.
- F. Unit members currently employed on a ten-month basis and reappointed by the Board of Education to a twelve-month appointment shall receive credit for all months worked prior to the effective date of a twelve-month appointment for purpose of vacation pay.

Sect. 2 - Summer School Session

- A. Unit members employed in a summer school session will be paid an hourly rate of pay based upon the unit member's annual rate of pay.

- B. At the discretion of the Superintendent, up to two days of compensatory time may be worked to make up for sick days used during the summer school session.
- C. If the school budget provides for a summer school session, currently employed ten month employees may apply and shall be given preference for employment in the summer school session. In the absence of sufficient volunteers, the District reserves the right to hire such temporary summer help as necessary.
- D. Except in an emergency, unit members will not be asked to perform nursing duties.

Sect. 3 - Holidays

- A. Holidays will be granted in accordance with the School District calendar.

Sect. 4 - Health Examinations

- A. A health examination shall be required of all newly-appointed employees as a condition of employment. This examination shall be conducted by one of the school physicians, at no cost to the employee. Upon the completion of a health examination, the examining physician shall send his report on the forms provided to the Superintendent of Schools. Thereafter, a health examination may be requested by the Superintendent of any employee should conditions warrant the same. This examination shall be at no cost to the employee provided the examination is given by a doctor selected by the Board, otherwise it will be paid by the employee.

Sect. 5 - Emergency School Closing

- A. In the event there is an emergency school closing prior to the beginning of the regular school hours, clerical employees will not be required to work that day.
- B. In the event there is an emergency school closing after the start of the school day, the Principal may assign one clerical employee to remain until all business matters be performed.

Sect. 6 - Vacancies and Promotions

- A. The Board will post in each building all vacancies and promotional positions prior to an appointment to these positions.

- B. If a unit member is assigned a promotional job title and has satisfactorily performed the duties of this position, it is understood that the Superintendent will notify Civil Service that the unit member be given the right to take the Civil Service test on a promotional basis in accordance with Civil Service regulations.

Sect. 7 - Workers' Compensation

- A. Unit members who are unable to perform their duties as a result of personal injury occurring in the course of their employment for which they are eligible to receive Workers' Compensation payments, will be paid their full salary for a period equivalent to the number of accumulated sick days, but the weekly cash benefits paid by Workers' Compensation, made for disability due to said injury, shall be turned over to the District. No part of such absence will be charged to the annual or accumulated sick leave.
- B. A job incurred accident shall not be charged against sick leave.

Sect. 8 - Retirement

- A. All employees eligible for participation in the N.Y. State Employees Retirement System will be forwarded an application in accordance with Retirement System regulations.
- B. Clerical employees are entitled to benefits under Section 75 c.
- C. Unit members who have a minimum of fifteen years of District service and who are eligible to retire pursuant to the New York State Employee Retirement System shall , upon written notice to the District, receive payment in the amount of \$50 per day for each day of unused sick leave, to a maximum of \$4,000.00.

ARTICLE VII - Leave Policies

Sect. 1 - Vacation for Twelve-Month Employees

Vacations shall be taken in accordance with the following criteria, and as approved by the Superintendent of Schools.

After one (1) year of service 2 weeks
After five (5) years of service 3 weeks
After ten (10) years of service..... 4 weeks

Sect. 2 - Sick Leave

Twelve-month clerical employees shall be allowed a maximum of fourteen days per year for sick leave without loss of pay. Ten-month clerical employees shall be allowed a maximum of twelve days per year for sick leave without loss of pay. Sick leave shall be interpreted to mean absence due to personal illness, illness of spouse or parents or dependent children. Sick leave days not used shall accumulate to two hundred days, the maximum amount available for any given year, and may be used for absence for personal illness, and for illness in the immediate family, spouse, parents, or dependent children. Upon approval of the Superintendent, sick leave may be used for illness of adult children.

Sect. 3 - Personal Leave

Each clerical employee shall be entitled to two days per year for absence necessitated by personal business, not for recreation, vacation, marriage, honeymoon, etc. Unused personal leave shall be added to accumulated sick leave. Whenever possible, the clerical employee shall give his/her immediate supervisor at least three work days' prior notice for use of personal leave.

Unit members requesting to use personal leave immediately prior to or immediately following a holiday must obtain the prior approval of the Superintendent of Schools.

Sect. 4 - Absence For Death in Immediate Family

Each clerical employee shall be entitled to a maximum of five days for a death in the immediate family. "Immediate family" shall be understood to mean: husband, wife, son, daughter, mother, father, grandparent, grandchild, mother-in-law, father-in-law, sister, brother, son-in-law, daughter-in-law, or any dependent living within the immediate household. Employees shall be entitled to a maximum of two days' absence in the event of the death of a brother-in-law or sister-in-law. Those days utilized in accordance with the provisions of this section shall be exclusive of sick leave and non-cumulative.

Sect. 5 - Absence to Attend Funeral of Close Relative

Each clerical employee shall be entitled to one day to attend the funeral of a close relative. "Close relatives" are to include either the employee's or spouse's: aunt, uncle, niece or nephew. This day shall be exclusive of sick leave and non-cumulative.

Sect. 6 - Court Attendance

Up to ten days of court attendance as an appellant, respondent or witness shall be charged to the employee's annual sick leave allowance. If such court attendance shall exceed ten days, the Superintendent may make a recommendation to the Board of Education for special consideration. On proof of the necessity of appearance as a witness pursuant to subpoena or other order of a court or body, an employee shall be granted a leave of absence with pay with no charge to leave credits. This shall not apply to any absence caused by such appearance as a party.

Sect. 7 - Extended Illness

In the event of an extended illness during which a unit member has used up all of her accumulated sick leave, she shall receive a special sick leave compensation based on the difference between her daily salary rate and the district's daily salary rate for substitute clerical employees of five days for each year of completed service to the District. Credit for years of service shall be granted only once for each year of service.

Sect. 8 - Absence-by-Request

Absence by request means absence beyond the leave policy which has been approved in advance by the Superintendent as justifiable because of urgently extenuating circumstances. Absence by request shall not exceed a maximum of five days in a given school year. Deductions for absence by request shall be made at the employee's daily rate.

Sect. 9 - Leave of Absence Without Pay

- A. Unit members will be permitted to take a leave of absence without pay for maternity leave for a maximum of two years leave. Unit members must notify the Superintendent of Schools in writing of a request for said leave at least thirty calendar days prior to the effective day of the leave.
- B. Other leaves of absence without pay may be requested through the Superintendent and shall require the approval of the Board of Education.

Sect. 10 - Jury Duty

Each unit member who serves as a juror during the school year shall continue to receive

the school district salary. Jury duty pay, in turn, shall be given to the school district. However, unit members should give consideration to postponing their jury duty to such times when school is not in session. In such cases, jury duty pay shall be kept by the unit member.

ARTICLE VIII - Miscellaneous Provisions

Sect. 1 - Secretarial Conference Registration Fee

The Board agrees to pay the registration fee for two unit members to attend the annual SCOPE conference.

Sect. 2 - Coffee Break

Unit members will be permitted one twenty-minute break per day in either the morning or the afternoon.

Sect. 3 - Retirement Incentive

The parties agree to form a committee to explore retirement incentives.

Sect. 4 3 - Duplication of Agreement

The Board of Education will print copies of the Agreement at no cost to the employees and will duplicate copies of all new agreements within sixty calendar days after the ratifications of the Agreement by both parties.

Sect. 5 - Educational Incentive

Unit members shall receive a payment according to the following schedule upon the completion of three credits of job-related in-service or college courses or adult education courses. Such courses shall be subject to the prior approval of the Superintendent.

Effective July 1, 2006: \$650.00

Effective July 1, 2007: \$700.00

Effective July 1, 2008: \$725.00

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives on the date noted below.

DATED: August 22, 2007
East Rockaway, New York

FOR THE EAST ROCKAWAY
SECRETARIES ASSOCIATION

By: Paula DePietro
Paula De Pietro, President

FOR THE EAST ROCKAWAY UNION
FREE SCHOOL DISTRICT

By: Arnold Dodge
Dr. Arnold Dodge, Superintendent

CLERICAL SALARY SCHEDULES

For the 2006/2007 year

STEP	TC 10 Typist Clk 10 month	TC 12 Typist Clk 12 month	SN 10 Steno 10 month	ST 10 Sr Typist Clerk 10 month	PTSS 10 Prin. Typist Clk Sr Steno 10 month	SS 10 Steno Secretary 10 month	ST 12 Sr Typist Clerk 12 month	AC 12 Account Clerk 12 month	SASS Sr Acct Clk Sr Steno 12 month	PA 12 Principal Acct Clk 12 month
A	23,687	28,424	24,500	25,326	26,133	26,720	30,390	29,402	31,359	32,992
B	24,933	29,919	25,789	26,659	27,508	28,126	31,989	30,950	33,010	34,729
1	26,493	31,791	27,330	27,865	28,967	29,722	33,348	32,635	34,812	36,568
2	28,054	33,664	28,869	29,347	30,426	31,319	35,102	34,319	36,614	38,406
3	29,169	35,002	29,965	30,858	31,662	32,582	36,856	36,003	37,944	39,855
4	30,284	36,340	31,060	32,035	32,676	33,845	38,192	37,243	39,274	41,193
5	31,399	37,678	32,155	33,213	33,690	35,097	39,529	38,483	40,604	42,530
6	32,514	39,017	33,250	34,224	34,705	36,349	40,865	39,723	41,933	43,868
7	33,629	40,355	34,346	35,235	35,719	37,501	42,201	40,962	43,402	45,205
8	34,748	41,697	35,440	36,244	36,733	38,653	43,538	42,202	44,761	46,544
9	35,694	42,833	36,405	37,256	37,747	39,804	44,874	43,442	46,200	47,881
10	36,641	44,247	37,371	38,860	38,765	40,957	46,210	44,681	47,647	49,219
11	37,587	45,103	38,336	39,963	40,185	42,108	47,550	45,921	48,765	50,642
12	38,534	46,241	39,300	41,067	41,467	43,293	49,280	47,159	50,433	52,063
13	39,188	47,025	39,954	41,721	42,908	43,948	50,064	47,944	51,218	52,849
14	39,880	47,855	40,645	42,413	43,600	44,639	50,893	48,773	52,048	53,678
15	40,603	48,722	41,368	43,135	44,323	45,361	51,761	49,640	52,915	54,545
Longevity	Step 18 1,250		Step 25 1,250		Step 30 1,250					

For 2007/2008 year										
STEP	TC 10 Typist Clk 10 month	TC 12 Typist Clk 12 month	SN 10 Steno 10 month	ST 10 Sr Typist Clerk 10 month	PTSS 10 Prin. Typist Clk Sr Steno 10 month	SS 10 Steno Secretary 10 month	ST 12 Sr Typist Clerk 12 month	AC 12 Account Clerk 12 month	SASS Sr Acct Clk Sr Steno 12 month	PA 12 Principal Acct Clk 12 month
A	24,457	29,348	25,297	26,150	26,983	27,589	31,378	30,358	32,379	34,065
B	25,744	30,892	26,628	27,526	28,403	29,041	33,029	31,956	34,083	35,858
1	27,355	32,825	28,219	28,771	29,909	30,688	34,432	33,696	35,944	37,757
2	28,965	34,759	29,808	30,301	31,415	32,337	36,243	35,435	37,804	39,655
3	30,116	36,140	30,939	31,861	32,692	33,641	38,054	37,174	39,178	41,151
4	31,269	37,522	32,070	33,077	33,738	34,945	39,434	38,454	40,551	42,532
5	32,419	38,903	33,201	34,293	34,785	36,238	40,814	39,735	41,924	43,913
6	33,570	40,286	34,331	35,337	35,833	37,531	42,194	41,014	43,296	45,294
7	34,722	41,667	35,463	36,381	36,880	38,720	43,573	42,294	44,813	46,675
8	35,878	43,053	36,592	37,422	37,927	39,910	44,953	43,574	46,216	48,057
9	36,855	44,226	37,589	38,467	38,974	41,098	46,333	44,854	47,702	49,438
10	37,831	45,686	38,586	40,123	40,025	42,289	47,712	46,134	49,196	50,819
11	38,808	46,569	39,582	41,262	41,492	43,477	49,096	47,414	50,350	52,288
12	39,787	47,744	40,578	42,402	42,815	44,701	50,882	48,692	52,073	53,756
13	40,462	48,554	41,253	43,077	44,303	45,377	51,692	49,503	52,883	54,567
14	41,177	49,411	41,966	43,792	45,017	46,090	52,548	50,359	53,740	55,423
15	41,922	50,306	42,713	44,537	45,764	46,836	53,444	51,254	54,635	56,318

Longevity	Step 18 1,250	Step 25 1,250	Step 30 1,250
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For 2008/2009 year

STEP	TC 10 Typist Clk 10 month	TC 12 Typist Clk 12 month	SN 10 Steno 10 month	ST 10 Sr Typist Clerk 10 month	PTSS 10 Prin. Typist Clk Sr Steno 10 month	SS 10 Steno Secretary 10 month	ST 12 Sr Typist Clerk 12 month	AC 12 Account Clerk 12 month	SASS Sr Acct Clk Sr Steno 12 month	PA 12 Principal Acct Clk 12 month
A	25,191	30,229	26,056	26,935	27,793	28,417	32,320	31,269	33,351	35,087
B	26,517	31,819	27,427	28,352	29,256	29,913	34,020	32,915	35,106	36,934
1	28,176	33,810	29,066	29,635	30,807	31,609	35,465	34,707	37,023	38,890
2	29,835	35,802	30,703	31,211	32,358	33,308	37,331	36,498	38,939	40,845
3	31,021	37,225	31,868	32,817	33,673	34,651	39,196	38,290	40,354	42,386
4	32,208	38,648	33,033	34,070	34,751	35,994	40,616	39,608	41,768	43,808
5	33,393	40,071	34,198	35,322	35,829	37,326	42,039	40,927	43,182	45,231
6	34,579	41,495	35,361	36,398	36,908	38,657	43,460	42,245	44,595	46,653
7	35,764	42,918	36,527	37,473	37,987	39,882	44,881	43,563	46,158	48,076
8	36,955	44,345	37,690	38,545	39,065	41,108	46,302	44,882	47,603	49,499
9	37,961	45,553	38,717	39,622	40,144	42,331	47,723	46,200	49,134	50,922
10	38,967	46,757	39,744	41,327	41,226	43,558	49,144	47,519	50,672	52,344
11	39,974	47,967	40,770	42,500	42,737	44,782	50,569	48,837	51,861	53,857
12	40,981	49,177	41,796	43,675	44,100	46,043	52,409	50,153	53,636	55,369
13	41,676	50,011	42,491	44,370	45,633	46,739	53,243	50,989	54,470	56,205
14	42,413	50,894	43,225	45,106	46,368	47,473	54,125	51,870	55,353	57,086
15	43,181	51,816	43,995	45,874	47,137	48,242	55,048	52,792	56,275	58,008

Longevity

Step 18
1,250

Step 25
1,250

Step 30
1,250

MEMORANDUM OF AGREEMENT

The negotiating teams representing the Board of Education of the East Rockaway Union Free School District ("District") and the East Rockaway Teacher Aides Association ("Association") have negotiated in good faith with respect to the terms and conditions of employment of the members of the teacher aides' bargaining unit. Except as noted below, the terms and conditions of employment contained in the parties' 2002-2006 agreement shall remain in effect. The members of the bargaining teams hereby acknowledge their duty pursuant to the Taylor Law to affirmatively recommend to their respective constituencies the approval of this Memorandum of Agreement.

Term: Three years (July 1, 2006 – June 30, 2009)

Salary: Effective 7/1/06: 3%; effective 7/1/07: 3%; effective 7/1/08: 3%.
Increments will be paid in each year.

New Steps: Effective Year 1, a new step 8 shall be added to the salary schedule at 1.75% above step 7. Effective Year 2, a new step 9 shall be added to the salary schedule at 1.75% above step 8.

Longevity: Effective 7/1/06, longevity payment shall be \$400.

Educational Incentive: Effective 7/1/06, \$750.

Unused Sick Leave Upon Retirement: After 15 years of District service, upon retirement a unit member shall receive one day's pay for every two days accumulated sick leave over 90 days, up to the following maximum amounts: Year 1: \$2,000; Year 2: \$2,200; Year 3: \$2,500.

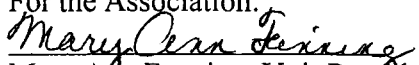
Dental Insurance: District shall contribute the following amounts annually toward the cost of the dental insurance premium for each member of the bargaining unit: Year 1: \$300; Year 2: 400; Year 3: \$500.

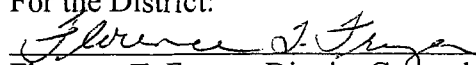
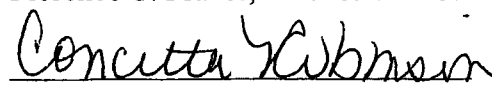
Superintendent's Conference Days: At the discretion of the Superintendent, unit members shall be required to attend Superintendent's conference days, and shall be paid for such attendance. At the elementary schools, the principals may elect to have a half day work day for Aids on the last day of school in place of a half day Superintendent's conference day.

New Hires: District to notify unit president when new unit employees are hired.

Schedules: When administratively feasible, schedules shall be distributed to unit members prior to the first day of school for students.

Dated: January 26, 2007
East Rockaway, New York

For the Association:

Mary Ann Fanning, Unit President

For the District:

Florence T. Frazer, District Counsel

Concetta Robinson, Director of
Finance and Operations

RESOLUTION

BE IT HEREBY RESOLVED THAT the Board of Education of the East Rockaway Union Free School District approves the terms of the Memorandum of Agreement dated January 26, 2007 between the District and the East Rockaway Teacher Aides Association regarding the terms and conditions of employment for the District's teacher aides unit employees

BE IT FURTHER RESOLVED that the Superintendent of Schools is authorized to execute the resulting collective bargaining agreement on behalf of the Board.